Skill Category Matrix			
Category	**Category 1**	**Category 2**	**Category 3**
Definition	Technologies or skills where the balance of supply exceeds the current market demand.	Technologies or skills where the balance of supply matches the current market demand.	Technologies or skills where the balance of supply is less than the current market demand.
Technologies & Skills	4GL Programming with PL/SQL	Analytical and Technical Architecture (Business Process Mapping using UML, Enterprise Architect .NET Microsoft, and Enterprise Architect Sparxsystems)	AIX - Administrator
	Access	ASP.Net/SQL, C#.Net, VB.Net	Applications Architecture
	Accessibility Standards (ACC Verify, MacroMedia, ITB 508)	BizTalk - Administrator	Oracle 10gR3/Aqualogics - Portal Developer/Content Developer/Application Developer
	Adobe Acrobat	Business Objects	Biz Talk - Developer
	Altiris	CA SiteMinder Suite	CA Identity Manager
	AS/400	Checkpoint Firewall	Capacity Planning
	ASP	Cisco - Low-end Switch/Router	Cisco - High-end Switch/Router
	BlackBerry	Cisco PIX Firewall	Cognos - Developer
	C	Clarity	Cocoa Objective-C
	CADD	Client Server Operating Systems	Data Architecture
	CICS	Cobol	Data Center (Unisys OEM Version)
	Com/Com+/DCOM	Cold Fusion	Data Warehousing
	Data Modeling	Crystal Reports	Database - Mixed Platform
	Database - Mainframe	Database - Client Server	DSF
	DB2 - Administrator	DB2 - DBA/Developer	Extract/Transform/Load ETL
	DC/DB2	Encryption	EC/EDI
	DreamWeaver	ERwin	Embarcadero/Borland Delphi
	Eclipse	FileNet - Developer	Enterprise Architecture
	eLMS	Flash	Filenet - Administrator
	Exchange 2000/2003/2007	FormWare	GIS - Architecture
	Frontpage	GIS - Programming/Analytical (C/S)	GIS Web Application Development
	GIS - Digitizing/Scanning/Data Collection	Host Publishing	Grid Computing Architecture
	Homesite	IBM SAN - Administrator	IBM SAN - Architect/Implementation
	HTML	IBM/Rational Application Developer	IBM/Rational Modeler/Software Architect
	IBM/Rational Functional Tester	IBM/Rational Requisite Pro	Informatica
	IBM/Rational Performance Tester	IBM/Rational Rose/XDE	Infrastructure Architecture
	IBM/Rational Robot	Imaging Systems (Onbase, Key File, Info Image)	ISS Proventia
	IBM/Rational Test Manager	Intelligent Transportation Systems (ITS)(Traffic congestion, weather monitoring, programmable signing, pavement sensing, and other such devices)".	Java ESBs
	IMS DB/DC	IQU+1	Knowledge Management
	JavaScript	ISA	Linux - z, v. 10, Red Hat, SUSE
	ListServe	J2EE	Lotus Notes/Domino - Developer
	Microsoft Ops Mgr 2005	Java - Developer	Mercury Test Tool - Developer
	OmniPage ProTesting Tools (LoadRunner/WinRunner)	JSF	Middleware (Open Distributed Transaction Integrator (ODTI, Unisys-Proprietary), WebMethods 6.1, publish Subscribe, Data Transformation, Asynchronous Messaging, and Trading Networks suite
	Performance Monitoring - Mainframe	JSP	Novell Identity Manager
	Progress 4GL RDMS	LAN/WAN Support	Oracle 11g
	Remedy - User	Logidex	Oracle Business Intelligence
	SAS	M/S ActiveX	Oracle Financials
	Servlets	Mercury Test Tool - Administrator	Oracle Weblogics
	SMS - User	MS .NET Framework	Portlet Development
	SOAP	MS SQL Server 2000/2005	Public Key Infrastructre (PKI)
	SOLARIS	Netegrity Siteminder	Remedy - Developer
	SQL - Administrator	Novell - Administrator	SAP - Functional/Technical
	SQL Server - Install	Oracle 10G	Security - Encryption
	Surf Control	PL/SQL	Sharepoint Developer
	Systems Development & Administration	Powerbuilder	Sightline
	TSO	Remedy - Administrator	SMS - Architect/Implementation
	Unisys	Sharepoint - Administrator	SMS 2003 - Administrator
	Visual Basic	SMS - Administrator	SMS 2003 - Architect/Implementation
	Visual FoxPro	SQL - Developer	Software Engineering
	Visual Source Safe	Systems Design & Development	Systems Engineering & Architecture
	Web (Visual Source Safe, Accessibility Standards (ACC Verify, MacroMedia, 506), DreamWeaver, and Homesite, Photoshop, Fireworks, Paint Shop Pro)	Veritas	Tivoli - Architect/Implementation/Administration
		Web Services -IIS	VMWare
		Windows XP	VOIP
		XML (XML, Spy, Data Base Schemas and support, and XSLT)	Websphere/MQ Series
		z/OS Developer	z/OS Administrator